



# GSDC Executive Roundtable Discussion

## What workforce solutions will it take to make greater St. Cloud the region of choice?

### Ideas for attraction and retainment:

- On-site daycare services, childcare reimbursement
- Flexible benefits package, weekly staff gift cards, funeral leave
- Offering a four-daywork week
- Deeper relationships with high school and college students, get involved in the schools and on- campus
- Expand opportunities to support mental, physical, and emotional wellbeing
- Consider a sabbatical program

### Working together to promote our region:

- Add [StCloudShines.com](https://www.stcloudshines.com) to your company website to highlight resources for your current and future employees
- Use professional photography and video on company websites to showcase the workplace environment and how you are engaging with your employees

### Tips to ensure a positive candidate experience:

- Respond promptly when applications come in by using an applicant tracking system
- Allow jobseekers to begin the process with a text, then proceed to a formal application process
- Strive for an application process that is simple and accessible
- Provide employees and community members with resources related to housing, childcare, etc. as they transition into the organization and community

### Reaching new and untapped pockets of talent:

- Use an employee-referral bonus system
- Allow flexibility for special requests, such as prayer time, kids' school activities, or daycare pickup time



### **Roundtable Participants:**

American Heritage Bank- Andy Voller (COO, Bank Director)  
Anderson Trucking Services- Georgia McCann (Talent Acquisition Manager)  
BerganKDV- Amy Hanfler (Marketing Manager)  
Bernick's - Kelly Walz (VP of Human Resources)  
Blattner Company- Georgette Bloom (Senior Recruiter)  
Boys & Girls Clubs of Central MN- Mary Swingle (President & CEO)  
Bradbury Stamm Construction- John Waletzko (President)  
Capital One- Meghan Murphy (Principle Recruiter)  
CentraCare- Karl Nohner (Workforce Development Program Manager)  
Central McGowan- Chris Babich (VP of Finance & CFO)  
Central McGowan- Brittany Hesse (Human Resources Manager)  
Commercial Realty Solutions- Eric O'Brien (Commercial Real Estate Agent/Business Broker)  
Grede- Mary Knudsen (Human Resources Manager)  
Inventure- Doug Boser (President)  
Marco- Amber Schoenherr (Solutions Operations Director)  
Microbiologics- Mardi Noyes (VP of Human Resources)  
PCI- Steve Windfeldt (Executive Vice President)  
SCR- Pat Welty (Owner)  
U.S. Bank- Mike Markman (Region President)  
Wolters Kluwer- Janet Siemers (Sr. Director-Customer Service Operations)

**Executive Roundtable Discussion Facilitator:** Luke Riordan (Dayta Marketing)

**Presenters:** Luke Greiner (MN DEED)

**GSDC:** Patti Gartland, Gail Cruikshank, Leslie Dingmann, Amelia Barkley, Steve Greenfield (Greenfield Communications)

**Facility Host:** American Heritage Bank, St. Cloud

